

## Message Text

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ACTION IO-10

INFO OCT-01 ISO-00 AF-06 ARA-10 EA-10 EUR-12 NEA-10

CIAE-00 COME-00 EB-07 INR-07 LAB-04 NSAE-00 SIL-01

L-03 OIC-02 OES-05 ( ISO ) W  
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P 271545Z MAY 75

FM USMISSION GENEVA

TO SECSTATE WASHDC PRIORITY 3236

UNCLAS SECTION 1 OF 2 GENEVA 3902

PASS LABOR FOR SEGALL AND PERSONS

E.O. 11662: N/A

TAGS: ILO

SUBJECT: ILO CONFERENCE: RESOLUTION CONCERNING THE FUTURE WORK OF  
THE ILO ON PROGESSIONAL WORKERS

FOLLOWING IS TITLE AND TEXT OF RESOLUTION CONCERNING THE  
FUTURE WORK OF THE ILO ON PROFESSIONAL WORKERS

BEGIN TEXT:

RESOLUTION CONCERNING THE FUTURE ACTIVITIES OF  
THE INTERNATIONAL LABOUR ORGANISATION CONCERN-  
ING PROFESSIONAL AND SIMILAR WORKERS, SUBMITTED  
BY MR. TIMMER, WORKERS DELEGATE, HUNGARY

THE GENERAL CONFERENCE OF THE INTERNATIONAL LABOUR  
ORGANISATION,

CONSIDERING THAT SCIENCE AND TECHNOLOGY ARE ACQUIR-  
ING GROWING IMPORTANCE IN PRODUCTION AND ECONOMIC  
MANAGEMENT IN ALL COUNTRIES AND THAT THEIR APPLICATION  
IN A MANNER SUITED TO THE NEEDS OF IMDEPENDENT NATIONAL  
DEVELOPMENT IS A FACTOR WHICH OPENS THE WAY FOR LASTING  
IMPROVEMENT IN THE CONDITIONS OF LIFE, WORK AND CULTURE  
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AND THE QUALITY OF LIFE OF MANYPEOPLES,

NOTING THAT FAR-REACHING CHANGES IN THE FORCES OF PRODUCTION WITH REGARD TO THE DEVELOPMENT OF SCIENTIFIC, TECHNICAL AND TECHNOLOGICAL KNOWLEDGE ARE BRINGING ABOUT A SUBSTANTIAL INCREASE IN THE SIZE OF THE CATEGORY OF PROFESSIONAL AND SIMILAR WORKERS, PARTICULARLY ENGINEERS, MANAGERS AND TECHNICAL STAFF, WHO ARE BECOMING MORE AND MORE CLOSELY INTEGRATED IN PRODUCTION,

NOTING THAT IN EVERY COUNTRY BASIC OF APPLIED SCIENTIFIC RESEARCH HAS BECOME AN IMPORTANT BRANCH OF SOCIAL ACTIVITY INVOLVING AN EVER GROWING NUMBER OF RESEARCH WORKERS AND HIGHLY QUALIFIED STAFF,

NOTING WITH CONCERN THAT IN MANY HIGHLY INDUSTRIALISED COUNTRIES A FORM OF ECONOMIC DEVELOPMENT MARKED BY RESTRUCTURING, CONCENTRATION OR DECENTRALISATION OF UNDERTAKING BASED ON PRIVATE PROFIT-MAKING RATHER THAN ON A DESIRE TO ACHIEVE TRUE RATIONNALISATION IS TO BLAME FOR THE DECLINE IN THE CONDITIONS OF EMPLOYMENT AND WORK OF ENGINEERS, MANAGERS AND TECHNICAL STAFF AND IN PARTICULAR FOR AN INCREASE IN UNEMPLOYMENT AND UNDEREMPLOYMENT AMONG SUCH CATEGORIES,

NOTING WITH CONCERN THAT IN MANY COUNTRIES ENGINEERS, MANAGERS AND TECHNICAL STAFF AND HIGHLY QUALIFIED STAFF ARE SUBJECT TO "SPECIAL CONDITIONS OF SERVICE" WHICH, IN RETURN FOR SEEMINGLY FAVOURABLE PROVISIONS, LIMIT THEIR RIGHTS AS WORKERS IN REGARD TO REMUNERATION, CAREER DEVELOPMENT, ADVANCED VOCATIONAL TRAINING AND CONTINUING TRAINING, REDUCTION IN WORKLOADS, AND OCCUPATIONAL SAFETY,

NOTING FURTHER THAT IN MANY COUNTRIES PROFESSIONAL AND SIMILAR WORKERS ARE NOT GUARANTEED FREE ACCESS TO COLLECTIVE BARGAINING AND OFTEN DO NOT ENJOY THE RIGHT TO ORGANISE IN TRADE UNIONS AND TO PARTICIPATE IN FORMS OF TRADE UNION ACTION PURSUED BY THE OTHER WORKERS, IN VIOLATION OF THE FREEDOM OF ASSOCIATION AND PROTECTION

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OF THE RIGHT TO ORGANISE CONVENTION, 1948 (NO. 87), AND THE RIGHT TO ORGANISE AND COLLECTIVE BARGAINING CONVENTION, 1949 (NO. 98),

STRESSING THE PROBLEMS RAISED BY THE DEVELOPMENT OF TRANSNATIONAL CORPORATIONS AND IN PARTICULAR THE SOCIAL CONSEQUENCES OF THEIR ACTIVITIES FOR ENGINEERS, MANAGERS AND TECHNICAL STAFF IN TERMS OF INSECURITY OF EMPLOY-

MENT, REMOVAL FROM THE DECISION-MAKING CENTRES,  
RENUMERATION, CAREER DEVELOPMENT AND FREEDOM OF  
ASSOCIATION,

CONSIDERING WITH REGARD TO THE DEVELOPING COUNTRIES,  
THAT CERTAIN HIGHLY INDUSTRIALISED COUNTRIES AND THEIR  
TRANSNATIONAL CORPATIONS ARE USING SCIENTIFIC AND  
TECHNOLOGICAL PROGRESS TO AGGRAVATE THE DEPENDENCE OF  
A GROWING NUMBER OF COUNTRIES BY MEANS OF POLICIES  
MAKING THE TRANSFER OF TECHNOLOGY SUBJECT TO CONDITIONS  
FOR ITS APPLICATION AN ALSO BY PROMOTING A "BRAIN  
DRAIN" FROM THE DEVELOPING COUNTRIES, WHICH ARE  
THEREBY BEING DEPRIVED OF THE HIGHLY SKILLED WORKERS  
WHOM THEY NEED TO ENSURE THEIR INDUSTRIALISATION AND  
MORE RAPID DEVELOPMENT,

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ACTION IO-10

INFO OCT-01 ISO-00 AF-06 ARA-10 EA-10 EUR-12 NEA-10

CIAE-00 COME-00 EB-07 INR-07 LAB-04 NSAE-00 SIL-01

L-03 OIC-02 OES-05 ( ISO ) W

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FM USMISSION GENEVA

TO SECSTATE WASHDC PRIORITY 3263

UNCLAS SECTION 2 OF 2 GENEVA 3902

PASS LABOR FOR SEGALL AND PERSONS

REGRETTING THAT THE INTERNATIONAL LABOUR ORGANISA-  
TION HAS NOT KEPT A CONSTANT WATCH ON THIS DEVELOPMENT  
AND THAT SINCE THE REPORT ENTITLED NON-MANUAL WORK-  
ERS: PROBLEMS AND PROSPECTS WAS SUBMITTED TO THE  
SESSION THE PROBLEMS OF ENGINEERS, MANAGERS AND TECH-  
NICAL STAFF AND, IN GENERAL, PROFESSIONAL AND SIMILAR  
WORKERS HAVE BEEN DISCUSSED NEITHER AT THE CONFERENCE  
NOR BY THE ADVISORY COMMITTEE ON SALARIED EMPLOYEES  
AND PROFESSIONAL WORKERS,

DEEPLY CONCERNED AT THE DELAYS IN CARRYING OUT THE ILO'S LONG TERM PLAN FOR 1976-81 IN REGARD TO RESEARCH WORK, TECHNICAL CO-OPERATION AND INTERNATIONAL STANDARDS RELATING TO PROFESSIONAL AND SIMILAR WORKERS;

1. APPEALS TO THE MEMBER STATES OF THE ORGANISATION TO GUARANTEE TO ENGINEERS, MANAGERS AND TECHNICAL STAFF ALL THE RIGHTS EMBODIED IN INTERNATIONAL LABOUR CONVENTIONS AND RECOMMENDATIONS AND IN PARTICULAR CONVENTIONS NOS. 87 AND 98.

2. REQUESTS THE GOVERNING BODY OF THE INTERNATIONAL LABOUR OFFICE TO INSTRUCT THE DIRECTOR-GENERAL-  
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(A) TO GIVE EFFECT AS SOON AS POSSIBLE TO THE PROGRAMME RELATING TO PROFESSIONAL AND SIMILAR WORKERS SET OUT IN THE ORGANISATION'S LONG-TERM PLAN FOR 1976-81 BY CONVENING A COMMITTEE OF EXPERTS IN 1976 TO DRAW UP MODEL RULES CONCERNING THE CONDITIONS OF EMPLOYMENT AND WORK OF ENGINEERS, MANAGERS AND TECHNICAL STAFF AND, MORE GENERALLY, PROFESSIONAL AND SIMILAR WORKERS;

(B) TO ENSURE THAT THE DOCUMENTS WHICH THE INTERNATIONAL LABOUR OFFICE WILL PROPOSE FOR THE COMMITTEE OF EXPERTS COVER THE FOLLOWING POINTS, AMONG OTHERS, OF CONCERN TO PROFESSIONAL AND SIMILAR WORKERS:

(I) RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING AND THE GUARANTEE THAT INDIVIDUAL CONTRACTS MAY NOT IMPAIR THE RIGHTS PRESCRIBED BY THE COLLECTIVE AGREEMENT;

(II) FULL RESPECT FOR TRADE UNION RIGHTS AND THE EXERCISE OF SUCH RIGHTS BY ALL AVAILABLE MEANS IN THE UNDERTAKING, THE ECONOMY AND SOCIETY;

(III) FULL PRODUCTIVE EMPLOYMENT THROUGH PLANNED ECONOMIC DEVELOPMENT IN REGARD TO THE APPLICATION OF SCIENCE AND TECHNOLOGY TO PRODUCTION;

(IV) THE GUARANTEE OF CONTINUING ADVANCED TRAINING AND THE GRANT OF FACILITIES (PAID EDUCA-

TIONAL LEAVE) TO GIVE EFFECT TO THE RIGHT TO  
CONTINUING EDUCATION;

(V) PRECISE DEFINITION OF STANDARD POSTS AND  
FORMULATION OF OBJECTIVE GRADING CRITERIA, IN  
PARTICULAR, INITIATIVE AND THE RESPONSIBILITIES  
AND DUTIES PERTAINING TO POSTS;

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(VI) GUARANTEE OF CAREER DEVELOPMENT TOGETHER  
WITH RECOGNITION OF THE INDIVIDUAL VALUE OF  
EACH WORKER;

(VII) ELIMINATION OF ANY BARRIER BETWEEN TECHNICAL  
STAFF AND ENGINEERS AND BETWEEN MIDDLE AND  
SENIOR MANAGEMENT;

(VIII) ELIMINATION OF FORMS OF DISCRIMINATION  
AGAINST FEMALE MANAGERS;

(IX) GUARANTEE OF PROTECTION OF EMPLOYMENT  
AGAINST ABUSIVE PROVISIONS PRECLUDING COM-  
PETITION;

(X) CULMINATION OF PROVISIONS WHICH IMPOSE CON-  
TRACTUAL MOBILITY ON MANAGERIAL STAFF;

(XI) CONDITIONS (HOURS OF WORK, HOLIDAYS, HOUS-  
ING, TRANSPORT EXPENSES) OF WORK ORGANISA-  
TION FOR MANAGERS ON MISSION:

(XII) FREEDOM OF INVENTION AND IN PARTICULAR THE  
PROTECTION OF SALARIED INVENTORS;

(XIII) SAFEGUARDS OF THE RIGHT TO INFORMATION AND TO  
ACCESS TO THE FUTURE PLANS OF UNDERTAKINGS SO  
AS TO ENABLE WORKERS TO SAFEGUARD THEIR OCCU-  
PATIONAL INTERESTS;

(XIV) DEMOCRATIC PARTICIPATION IN THE FORMULATION  
AND IMPLEMENTATION OF THE UNDERTAKING'S  
GUIDELINES AND POLICY;

(XV) THE CONSEQUENCES FOR SUCH CATEGORIES OF THE  
ACTIVITIES OF TRANSNATIONAL CORPORATIONS (EM-  
PLOYMENT, REMUNERATION, CAREER DEVELOP-  
MENT, FREEDOM OF ASSOCIATION);

(XVI) THE PROBLEMS OF THE "BRAIN DRAIN" FROM DE-

VELOPING COUNTRIES AND MEANS OF PUTTING AN  
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END TO IT.

3. REQUESTS THE GOVERNING BODY OF THE INTERNA-  
TIONAL LABOUR OFFICE, IN THE LIGHT OF THE CONCLUSIONS OF  
THE COMMITTEE OF EXPERTS, TO PLACE THE QUESTION OF  
MODEL RULES CONVERNING THE CONDITIONS OF EMPLOYMENT  
AND WORK OF PROFESSIONAL AND SIMILAR WORKERS ON THE  
AGENDA OF THE 1978 SESSION OF THE INTERNATIONAL LABOUR  
CONFERENCE WITH A VIEW TO THE ADOPTION OF AN INTERNA-  
TIONAL INSTRUMENT.

END TEXT.

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## Message Attributes

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**Current Classification:** UNCLASSIFIED  
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